



**State of New Hampshire**

**PUBLIC EMPLOYEE LABOR RELATIONS BOARD**

ROBERT LEMIRE

Complainant

v.

CITY OF ROCHESTER, MAYOR RICHARD GREEN;  
RAYMOND J. HANCOCK, PUBLIC WORKS  
COMMISSIONER, CITY OF ROCHESTER

Respondent

CASE NO. M-0550

DECISION No. 82-22

DECISION AND ORDER

The contract is clear and unambiguous. Under the provisions of the contract, Article XX, the grievance regarding the termination dated November 13 was permitted and should have been dealt with through the established procedure, step by step. Therefore, step four of the grievance procedure will be observed within ten (10) days of the date of this order unless the parties mutually agree to waive the step and proceed directly to arbitration, in which case the PELRB will entertain a request for list of arbitrators in accordance with the contract grievance procedures within ten (10) days. The unfair labor practice complaint is sustained insofar as it alleges a failure to observe the grievance procedure.

Robert E. Craig, Chairman

Signed this 22nd day of April, 1982.

By unanimous vote. Chairman Craig presiding, present and voting members Anderson and Steele, and also present Bradford Cook, Counsel and Evelyn C. LeBrun, Executive Director.